Human Resources Community Health Brief

February 2016

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BLUF (1200)

Established and valued community providing MPTE analytical acumen and leadership across all echelons in the MPTE domain and on Fleet/TYCOM/Joint & major staffs

- **Snapshot (13 Feb 16)**
  - 101% O1-O6 Manning: 478 Current Inventory/472 FY16 OPA
    - 102% Control Grade manning: 307 Inventory/301 FY16 OPA
    - 100% O3 and below manning: 171 Inventory/171 FY16 OPA

- **Projection (1 Oct 16)**
  - 102% O1-O6 Manning: 467 Projected Inventory/458 FY17 OPA
    - 102% Control Grade manning: 303 Projected Inventory/297 FY17 OPA
    - 102% O3 and below manning: 164 Projected Inventory/161 FY17 OPA

- **Challenges**
  - 70% YG 2011 inventory (19 of 27) relative to FY17 OPA requirement.
    - YG 2011 priority for in quotas on May ‘16 lateral transfer board.
  - 92% O5 Inventory. Adjusts to 99% of FY17 OPA as of 1 Oct 16 w/ pending promotions & losses.
  - 109% O4 Inventory. Adjusts to 104% of FY17 OPA as of 1 Oct 16 w/ pending promotions & losses.

Source: OAIS

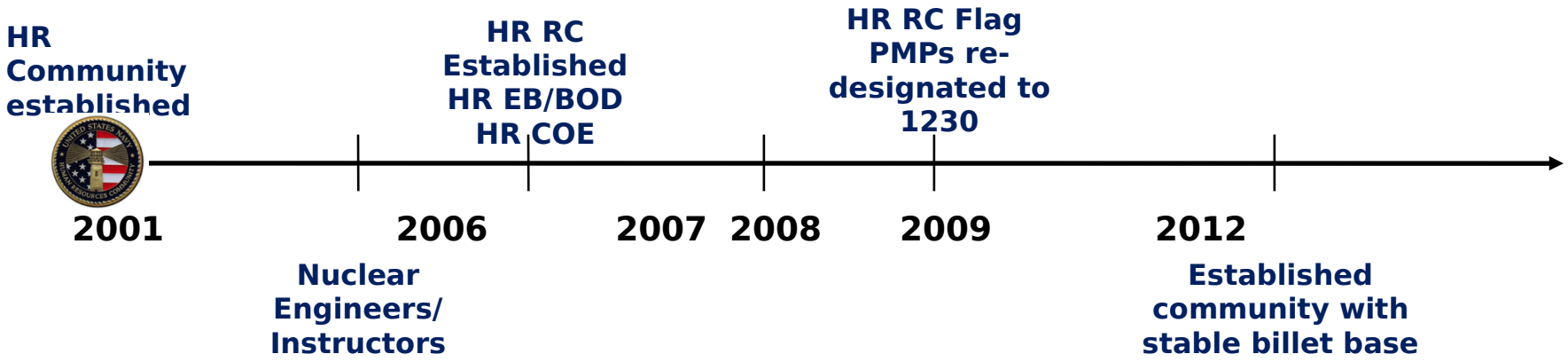
Updated

Mission

Deliver HR expertise to define, recruit, develop, assign, and retain a highly skilled workforce for the Navy

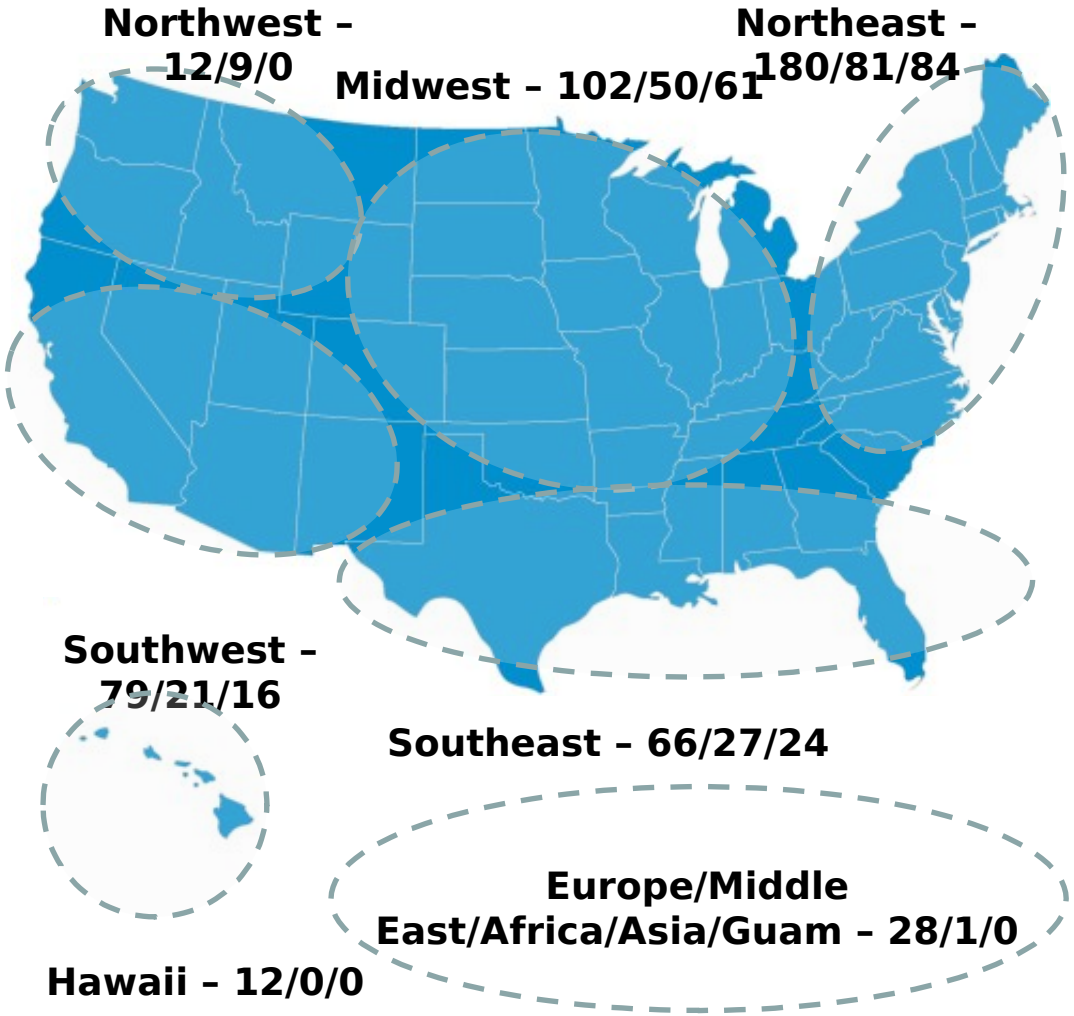
Core Competencies

- ✓ Workforce Requirements
- ✓ Recruiting
- ✓ Training and Education Development
- ✓ Personnel Management



Worldwide Presence

479(AC)/189(FTS)/185(SELRES)



BSO	Billet Types
CHNAVPERS	Manpower Plan, Personnel Plans & Policy, Recruiting, Reserve Support, Budget M&P, Training, CO, XO, IT Mgt, Ops Analysis, NPPSC
CFFC	Manpower/Personnel Plan (N1X), Training Afloat, Force Integration, ECRC XO, Mobilization Det CO/XO
COMPACFLT	Manpower/Planning (N1X), Afloat Training, Fleet Distribution
OSD/JCS	Director, Chief, Manpower Plans, Joint Requirements, Deputy Director Training, Director Planning & Programming
NETC	Training, CO, XO, Manpower Plans, NR OTC Newport OIC
CNRFC	Manpower Plans/Mgt, Financial Mgt, IT Systems Mgt
AFRICOM/ SOUTHCOM/ STRATCOM/ EUCOM/ SOCOM/ NORTHCOM	FTS Strength Mgt, Chief Navy & MC Reserves, Chief Navy & MC, Chief DSP, Personnel Plans, Chief HR Div, Reserve Affairs, Personnel P&P, ADP Plans
CNIC	Manpower/Personnel Plans, OSO

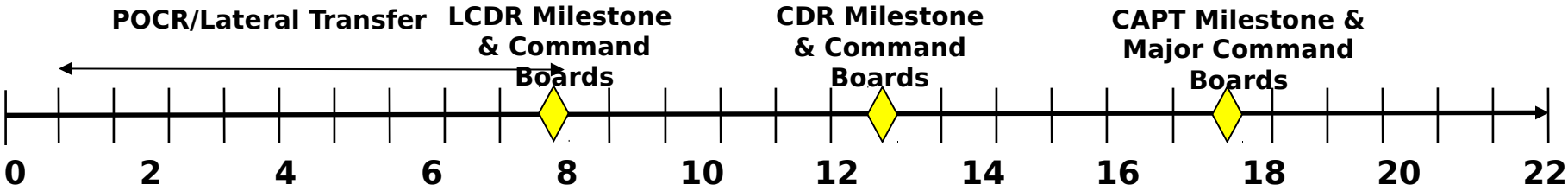
30% of billets reside in the Capital Region and

Source: TFMMS

Updated FEB16

AC HR Career Path

HR EXPERIENCE DEVELOPMENT & LEADERSHIP HR COMMUNITY INVOLVEMENT			HR ADV EXPERIENCE DEVELOPMENT, PROFICIENCY & LEADERSHIP HR COMMUNITY INVOLVEMENT		SENIOR OFFICER DEVELOPMENT, PROFICIENCY & LEADERSHIP HR COMMUNITY INVOLVEMENT
DIVO (FLEET OR HR)	DH (FLEET OR HR)	STAFF TOUR	LCDR MILESTONE-COMMAND & STAFF TOURS	CDR MILESTONE-COMMAND & STAFF TOURS	CAPT MILESTONE-MAJOR COMMAND & STAFF TOURS



Fleet Operational Tours/Warfare Qualification/HR Experience Tour/ Graduate Education/Subspecialty/ HR Certification/JPME/ HR Introductory Course	O4 Milestone/Joint /Staff/ Subspecialty/ HR Certification/ JPME/HR Intermediate Course	O-5 Milestone/Joint/ Major Staff/Recertification HR Advanced Course/Svc College/JPME	O6 Milestone/Joint/HQ Staff/ Recertification

Core Competency Development

RESOURCE MANAGEMENT ANALYSIS	
3000	Res Mgt & Analysis
3110	Fin Mgt
3130	Manpower Sys Analysis
3150	Educ & Train Mgt
3210	Ops Research
3211	Ops Analysis

SUBSPEC Prefixes	
P	Masters Education
S	18 month experience
R	Multiple experience
Q	Masters & experience

HR AQDs	
RA	HR Certification
RB	Major Command/Milestone
RD	Development
RE	Management
RF	Recruiting
RG	Requirements

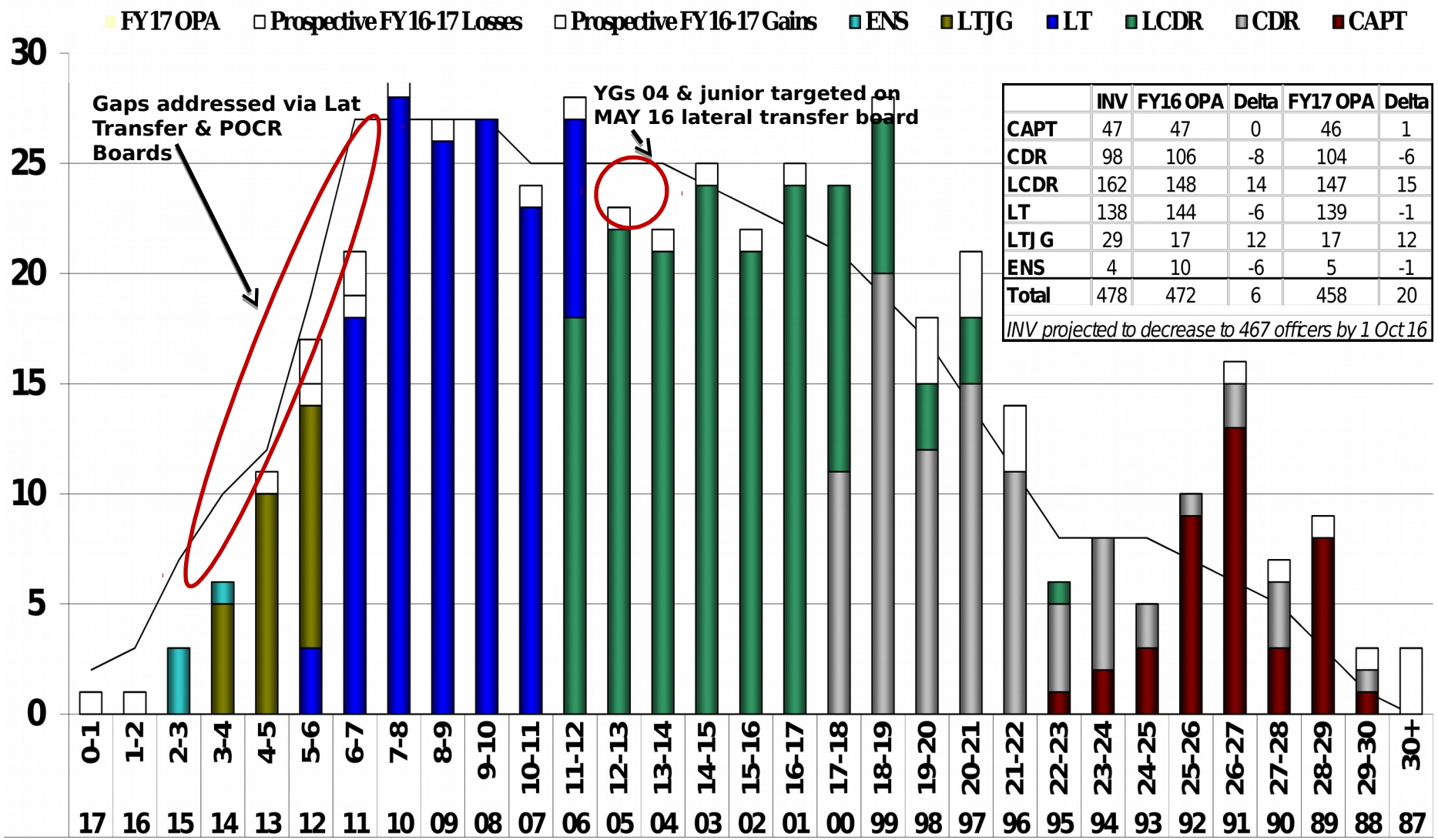
SELRES & FTS career paths can be found at: http://www.public.navy.mil/bupers-npc/boards/reserveofficer/Documents/FY-17%20RESERVE%20COMMUNITY%20BRIEF/FY-17%20RESERVE%20LINE%20OFFICER%20COMMUNITY%20BRIEF.pdf

AC HR Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Sustained superior performance and attainment of source community qualifications
  - Demonstration of increasing levels of responsibility and sound judgment
- Valued achievements prior to COMMANDER
  - Sustained superior performance in all assigned duties, especially LCDR HR Milestone assignments
  - Master's degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management or civilian equivalent degrees
  - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A
  - JPME I
  - HR subspecialty experience: 311X, 3130, 3150, 321X
- Valued achievements prior to CAPTAIN
  - Sustained superior performance in all assigned duties, especially CDR HR Milestone assignments
  - Master's degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management or civilian equivalent degrees
  - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A
  - HR proven subspecialist: 311X, 3130, 3150, 321X
  - JQO Progression: JPME I, JPME II and Joint Tour

SELRES & FTS Community values can be found at:
http://www.public.navy.mil/bupers-npc/boards/reserveofficer/Documents/FY 17%20RESERVE%20COMMUNITY%2

Inventory Management
FY17 HR (1200) LOS Chart



	INV	FY16 OPA	Delta	FY17 OPA	Delta
CAPT	47	47	0	46	1
CDR	98	106	-8	104	-6
LCDR	162	148	14	147	15
LT	138	144	-6	139	-1
LTJG	29	17	12	17	12
ENS	4	10	-6	5	-1
Total	478	472	6	458	20

INV projected to decrease to 467 officers by 1 Oct 16

Updated FEB16
Source: OAIS

FY16 HR (1200) Losses Snapshot

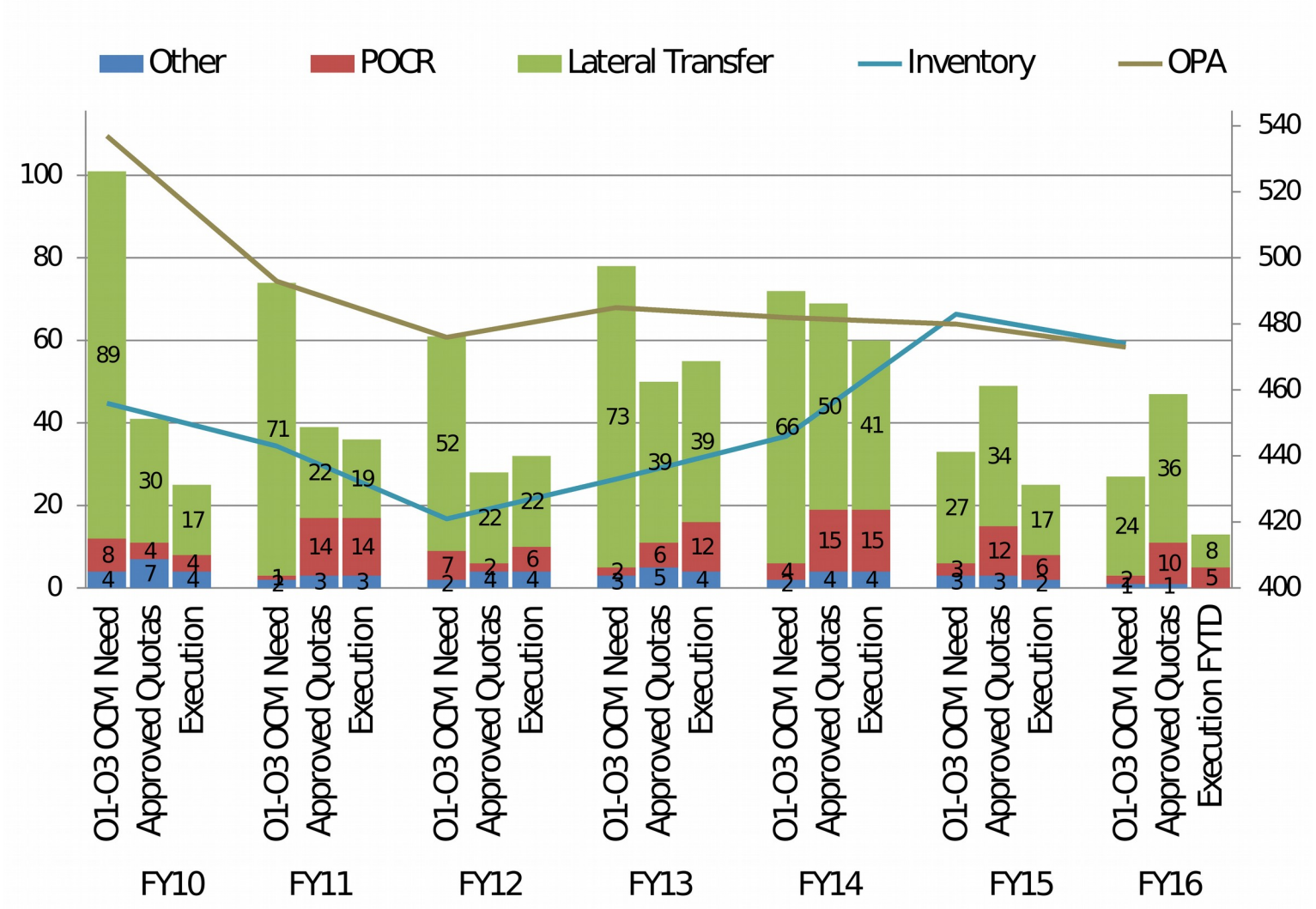
	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16 Target	Unweighted Historical LOSSES Average 2008-2015
CAPT	6	4	5	7	9	7	9	4	4	6
CDR	18	10	7	11	7	13	10	9	9	11
LCDR	13	14	8	11	14	6	7	10	8	10
LT	9	11	7	11	8	13	8	9	10	10
LTJG	1	1	1	1	0	1	1	0	4	1
ENS	1	0	0	0	0	0	0	0	0	0
TOTAL	48	40	28	41	38	40	35	32	35	38

	FY16 Actual Losses	FY16 Pending Losses	L
CAPT	0	5	1
CDR	2	9	1
LCDR	3	3	
LT	0	4	
LTJG	0	0	
ENS	0	0	
TOTAL	5	21	

Accessions (1200)

- HR Community has need for direct accessions only to support 10 USNA and NAPS PHYS ED trainer & coach billets.
  - These PHYS ED accessions have an initial three year obligation and have option for two one year extensions.
  - Fall 2015 OPA reflects civsub of 5 coach billets in FY17. Only PHYS ED trainer billets remain.
- All other HR accession requirements are at LTJG or senior.
  - Accessions predominately via Lateral Transfer and POCR boards.

Inventory / Accessions History
FY10 - FY16



Jun & Nov '15 Active Lateral Transfer Boards

Statistics for Board Referred Applications

- 95 applicants for YGs with in quotas; 16 applicants for YGs without in quotas
- 14 selects of 95 applicants in YGs with in quotas (15% selection rate)
- 1 select of 16 applicants in YGs without in quotas (6% selection rate)[1]
- *Sustained Superior Performance Key to Competitive Application*
- Selection statistics:
  HR listed as first choice in lateral transfer application (15 of 94): 16%
  HR listed as second choice in lateral transfer application (0 of 17): 0%

	HR Selects	HR Non Selects
Senior HR LOR	100%	33%
HR Assignment/Collateral	100%	74%[2]
HR Professional Certificate[3]	20%[4]	1%
HR Masters	20% (5.4 YCS avg)	14% (6.2 YCS avg)

Note 1: Nov '15 Board had option to redistribute up to one unexecuted quota to any YG referred to board based on OCM YG prioritization. Board selected a YG 2010 officer in lieu of an 8th selection from YGs with planned in quotas.

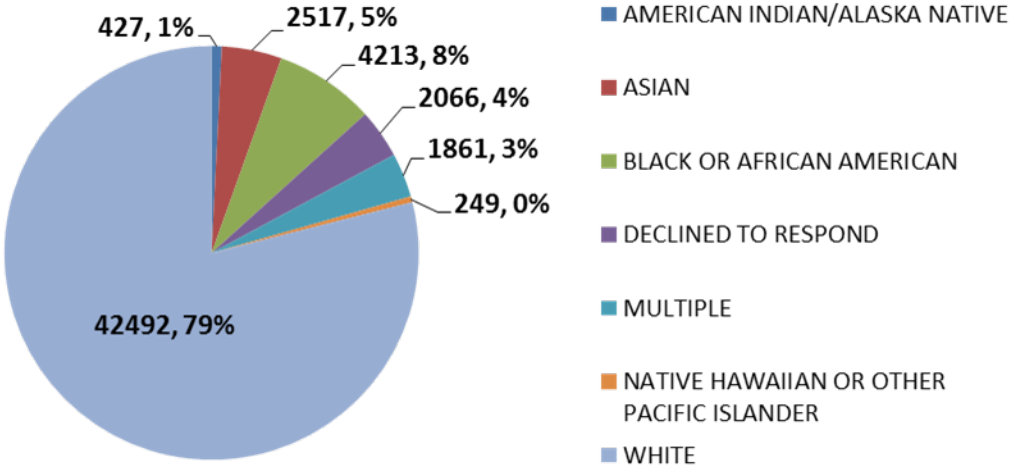
Note 2: Includes all officers documented in or having completed a HR assignment/collateral regardless of length of time.

Note 3: Navy funded test prep program (CPEP) exists for HR designated officers pursuing PHR/SPHR certification.

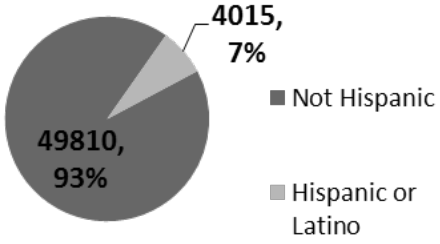
Note 4: Two selected officers with PHR. One selected officer with PHR and CDFM. Two selected officers not included in the 20% selection rate held a certification not referenced in our community values (Master Training Specialist).

Officer Race/Ethnicity

Active Duty Officers



Ethnicity



White Not Hispanic: 73.8%

Other racial/ethnic group: 22.4%

Declined to Respond: 3.8%

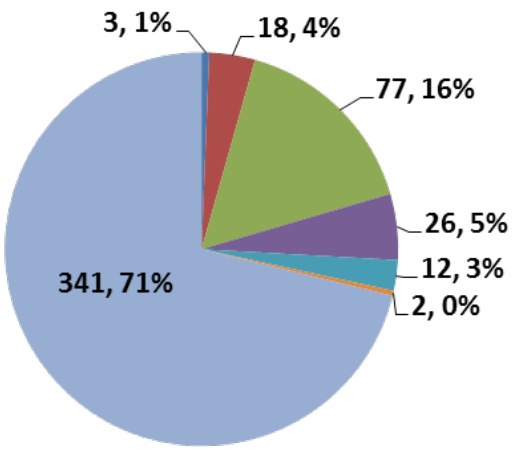
Civilian Counterpart (FY14)*

Black or AA	**11.8%**
Asian	**3.3%**
Hispanic / Latino	**10%**

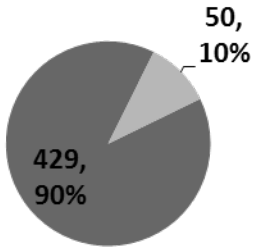
*Bureau of Labor Statistics limits race data collection to only Asians, Blacks and Others.

Data source: ODIS 05 FEB 16

Active Duty HR



Ethnicity



White Not Hispanic: 65.1%

Other racial/ethnic group: 29.5%

Declined to Respond: 5.4%

Officer Race/Ethnicity

Gender

Active Duty Officers

Race

F	M			
76	351	AMERICAN INDIAN/ALASKA NATIVE	82%	18%	427
562	1955	ASIAN	78%	22%	2517
1072	3141	BLACK OR AFRICAN AMERICAN	75%	25%	4213
67	182	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	73%	27%	249
6599	35893	WHITE	84%	16%	42492
499	1567	DECLINED TO RESPOND	76%	24%	2066
465	1396	MULTIPLE	75%	25%	1861

Ethnicity

800	3215	Hispanic or Latino	80%	20%	4023
8540	41270	Not Hispanic or Latino	83%	17%	50682
9340	44485	Total	83	17%	53825

Active Duty HR

Race

F	M			
2	1	AMERICAN INDIAN/ALASKA NATIVE	33%	67%	3
7	11	ASIAN	61%	39%	18
35	42	BLACK OR AFRICAN AMERICAN	55%	45%	77
2	0	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	100%		2
112	229	WHITE	67%	33%	341
15	11	DECLINED TO RESPOND	42%	58%	26
4	8	MULTIPLE	67%	33%	12

Ethnicity

20	30	Hipanic or Latino	60%	40%	50
150	268	Not Hispanic or Latino	63%	37%	418
170	298	Total	63%	37%	468

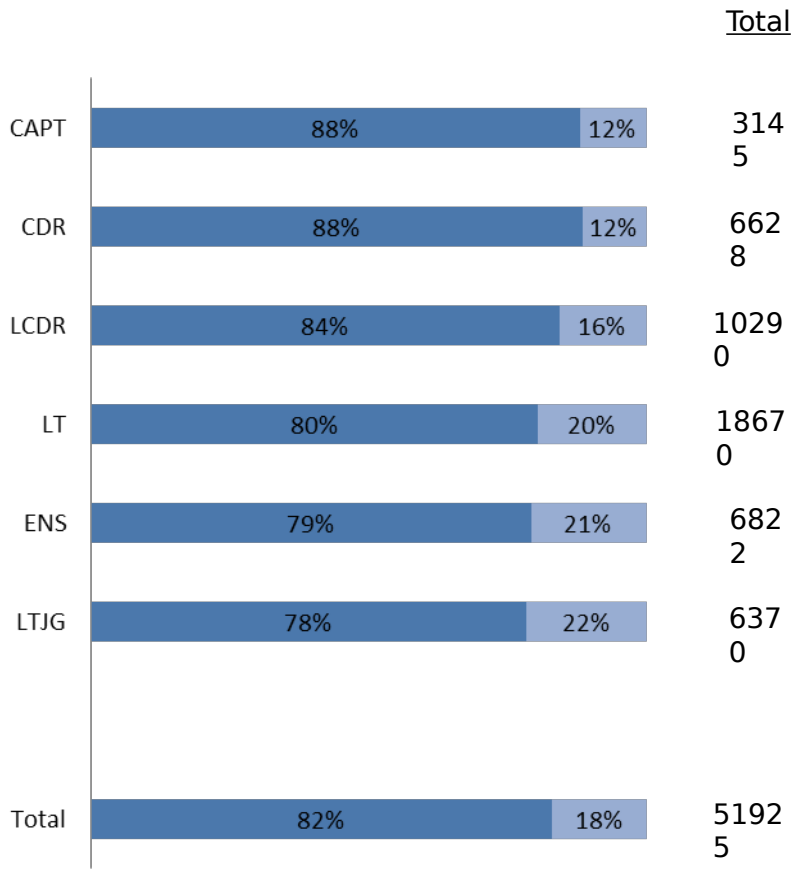
Female Male

Data source: ODIS 05 Feb 16

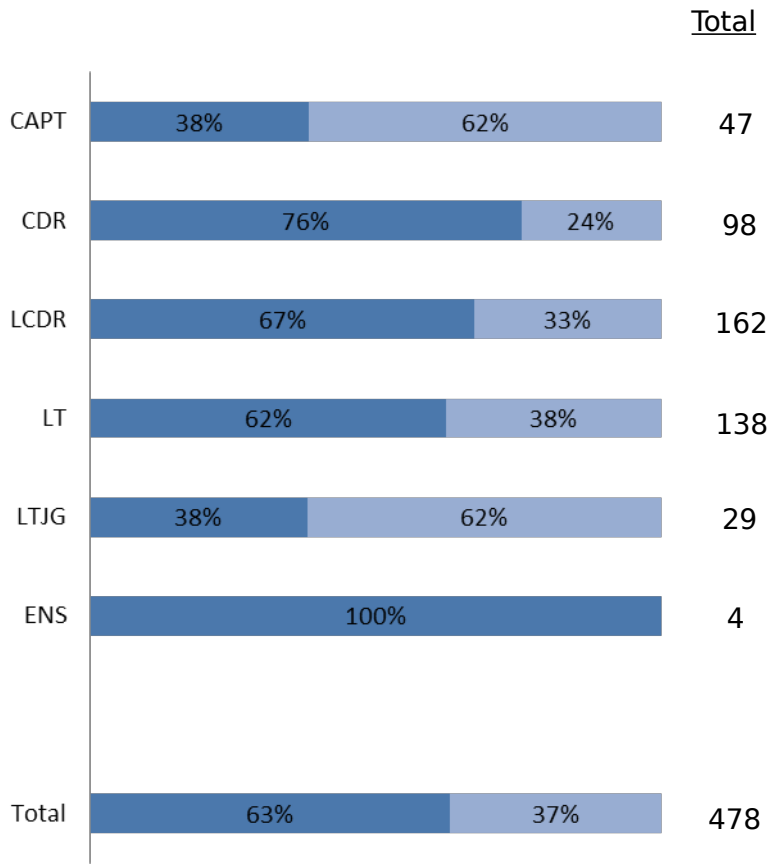
Officer Race/Ethnicity

Gender

Active Duty Officers



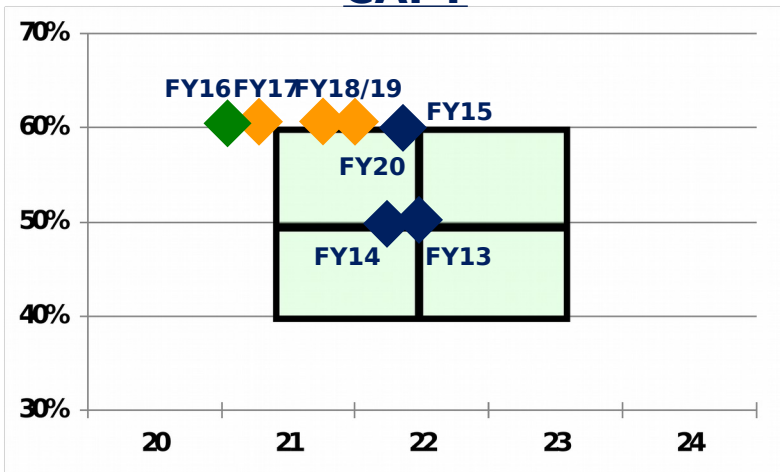
Active Duty HR



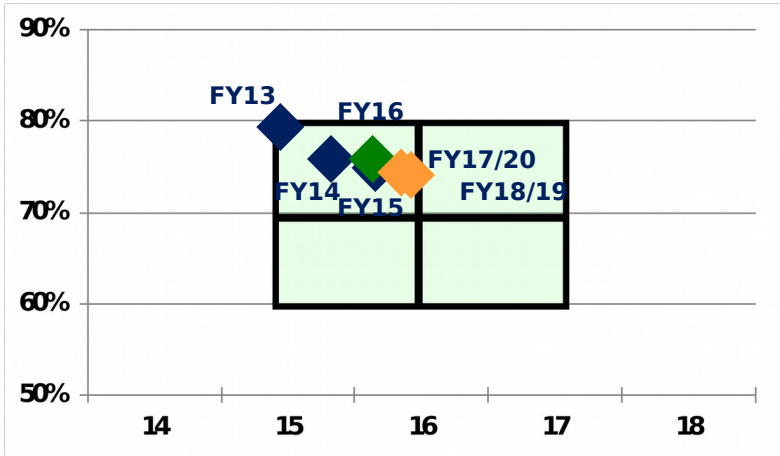
Data source: ODIS 05 FEB 16

Active Promotions (FY16 Plan)

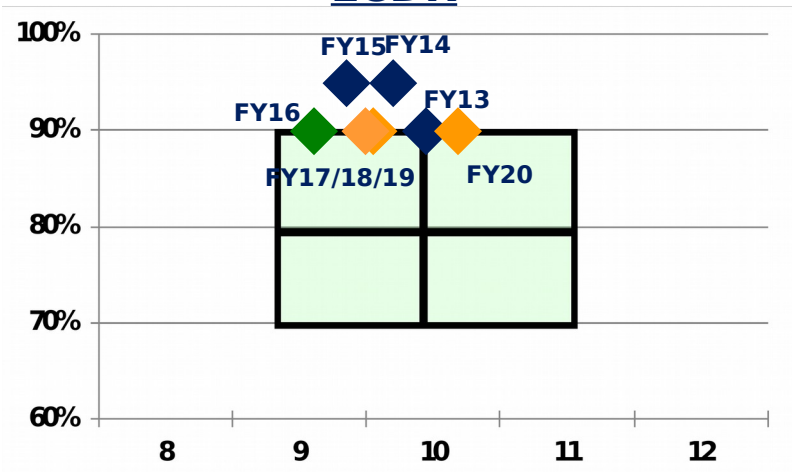
CAPT



CDR



LCDR



CAPT

- Vacancy rates have kept CAPT promotion opportunity at edge of SECNAV guidance.
- Due to flow point concerns, opportunity was raised to 60% from 50% in FY15. Conservative loss plans used until within flow point guidance.

CDR

- No issues.

LCDR

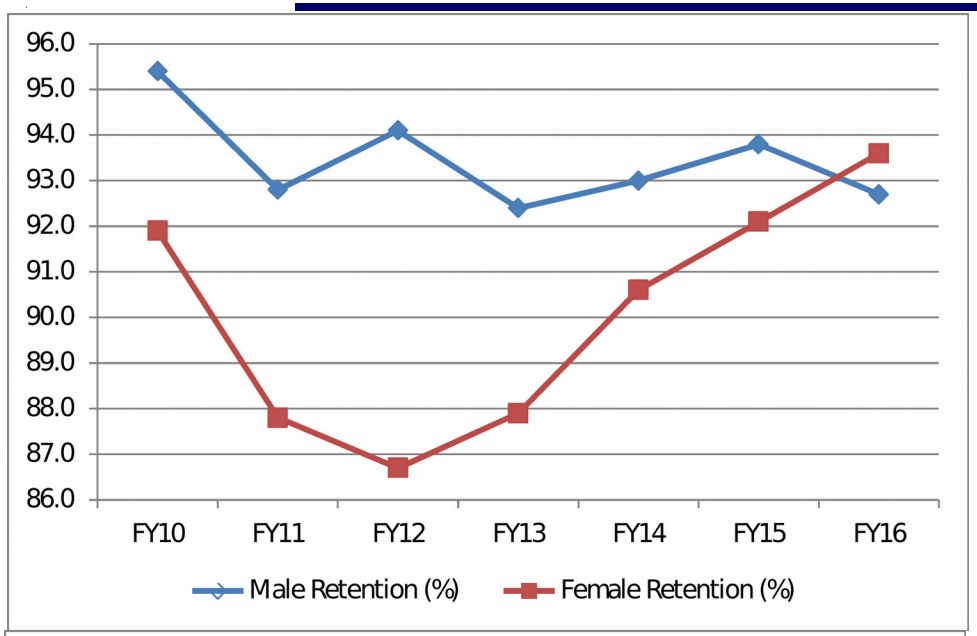
- As lateral transfers close YG inventory gaps, opportunity rate decreases to fall within SECNAV guidance.

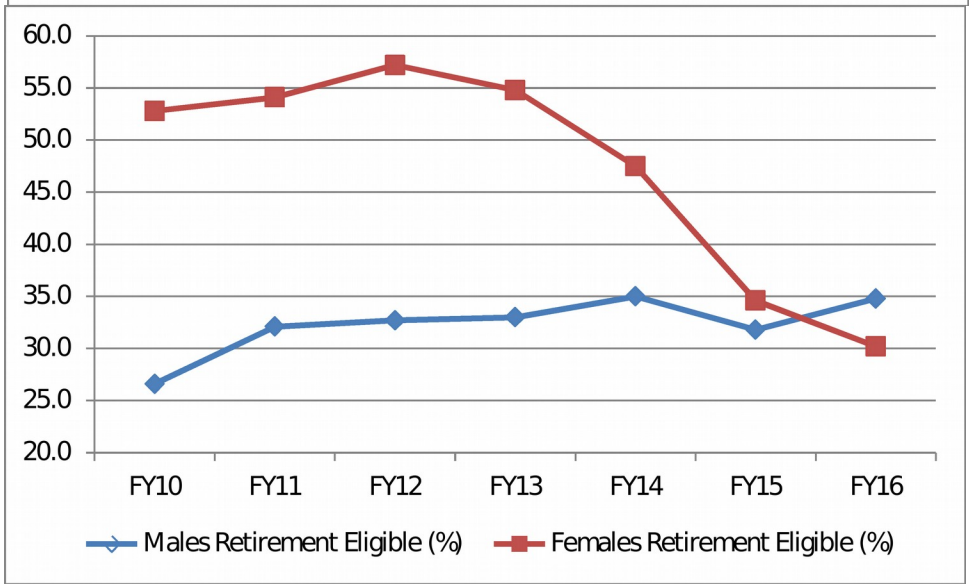
As of 1 Oct 14

Opportunity = Selections/In-Zone; Flow Point = Avg YCS for In-Zone to Pin on

FY10 - FY16 AC HR Retention

(Retention as function of retirements and resignations)





- Chart depicts all male and female officers serving at start of FY and percentage retained at end of FY.
  - FY16 based on by name losses through 1 Oct 16.
- FY10-FY15, population of retirement eligible females exceeds males by 18%.
- FY10-FY15, female retention rate 4.1% lower than male.
- Female retention expected to finish FY16 higher than males.

HR Core Competency Areas

Purpose of Core Competency Area (CCA) Profiles-Additional Qualification Designators (AQDs):

- CCA AQDs are a **mentoring tool**. HR Officers and their mentors should use the CCA profile as a career development tool (e.g., to help determine the next type of job to target).
- CCA AQDs may also serve as a **detailing tool**, allowing detailers to match an officer with the requisite knowledge, skills and abilities of an HR billet.
- CCA AQDs appear on the Officer Summary Record (OSR). Boards view OSRs, so officers should keep their AQDs current.

Depth AND Breadth:
HR Officers (1200/1207) should develop primary and possibly secondary subspecialties ***(depth)*** while gaining experience across more than one CCA over a career ***(breadth)***.

HR CCAs

Development (DEV): Encompasses the training and education functions of the MPTE Enterprise; CVN Training Officer and NETC-focused; and includes school houses, NSTC, RTC, OTC, N7/J7, etc.

Management (MGT): Deals with personnel management; OPNAV N13, Naval Personnel Command, Fleet/TYCOM N1 and CNRF-focused, includes TPUs, NOSCs, NPC MOB DETs, PSDs, etc.

Recruiting (RCT): Deals with the recruitment of personnel into the AC and RC of the Navy. CNRC-focused, including NRDs, MEPS, Recruiting Regions, etc.

Requirements (RQT): Traditional manpower work with a more analytical focus (including FM and IT); N1/J1, OPNAV focused; includes NAVMAC, N8, etc.

Primary CCA (AQD)	CCA Distribution (120X)	Secondary CCA (AQD)	CCA Distribution (120X)
Management (REX)	39%	Management (REX)	32%
Requirements (RGX)	26%	Requirements (RGX)	5%
Recruiting (RFX)	22%	Recruiting (RFX)	1%
Development (RDX)	12%	Development (RDX)	2%
Blanks	<1%	Blanks	59%

HR Officers (120X)			
	CCA Profiles	Inventory	Comp %
CAPT	69	82	84%
CDR	181	220	82%
LCDR	246	332	74%
LT	81	330	25%
LTJG	4	40	10%
ENS	0	19	0%

Updated FEB 06
Source: OAIS

HR CCAs

Establishing a CCA Profile:

- Refer to CCA business rules and worksheet links on detailer homepage. Members serving 18 months in a CCA coded billet may receive credit.

- CCA credit may be awarded to officers for work prior to redesignation to 1200 if work is like a CCA coded HR billet and FITREPS support.

- Complete your CCA profile worksheet and discuss with your mentor

- If there are no areas of disagreement between the mentor and protégé, the CCA profile worksheet will be emailed to the HR community management shop at HR_CCA_PROFILES@NAVY.MIL and to HR Regional CAPT for tracking purposes. (POC – Active/FTS/SELRES AOCM: (901) 874-3102; Alternate POCs Active: (901) 874-4049; FTS/SELRES: (901) 874-3291).

- In cases where there are questions or areas of disagreement, the area mentor will forward the CCA worksheet to the Regional Captain for resolution. Once resolved, the Regional Captain will forward the CCA

Takeaways

- HR Community is healthy.
- Lateral transfer and POCR accessions are the lifeblood of HR Community health.
  - Stability in accessions and OPA allows community to maintain health and stable flow for career milestones (promotion, milestone, command).

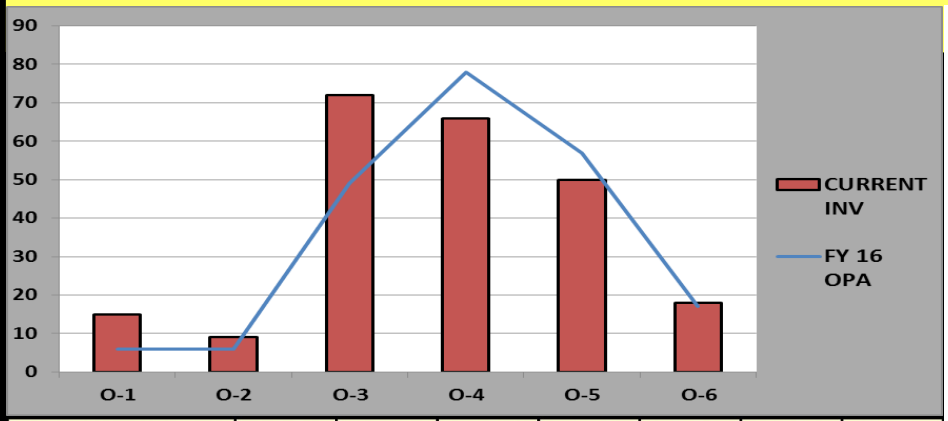
Questions?

LCDR Matthew Mooshegian FTS-SELRES

SELRES HR (1205)

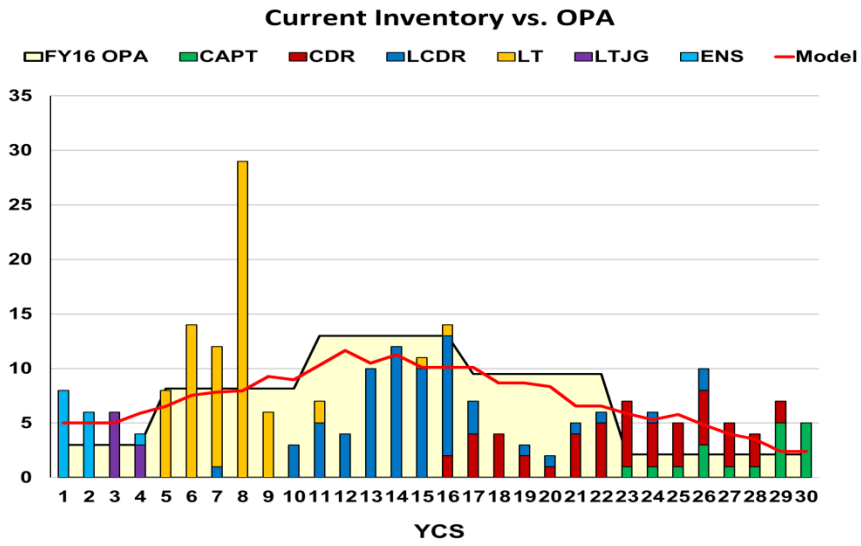
NAVY BUPERS 3

INV vs. OPA PAYGRADE

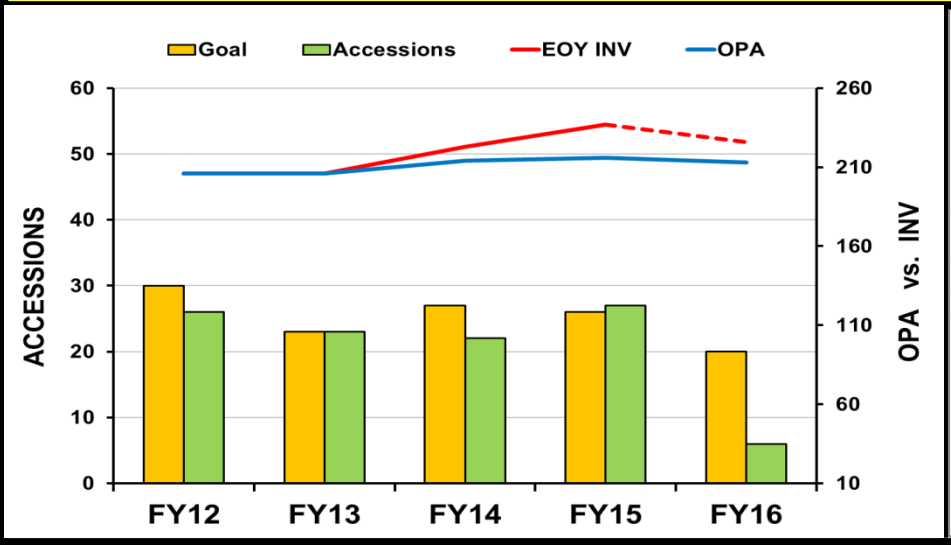


	O-1	O-2	O-3	O-4	O-5	O-6	TOTAL
% INV / OPA	250%	150%	147%	85%	88%	106%	108%
FY 16 OPA	6	6	49	78	57	17	213
CURRENT INV	15	9	72	66	50	18	230

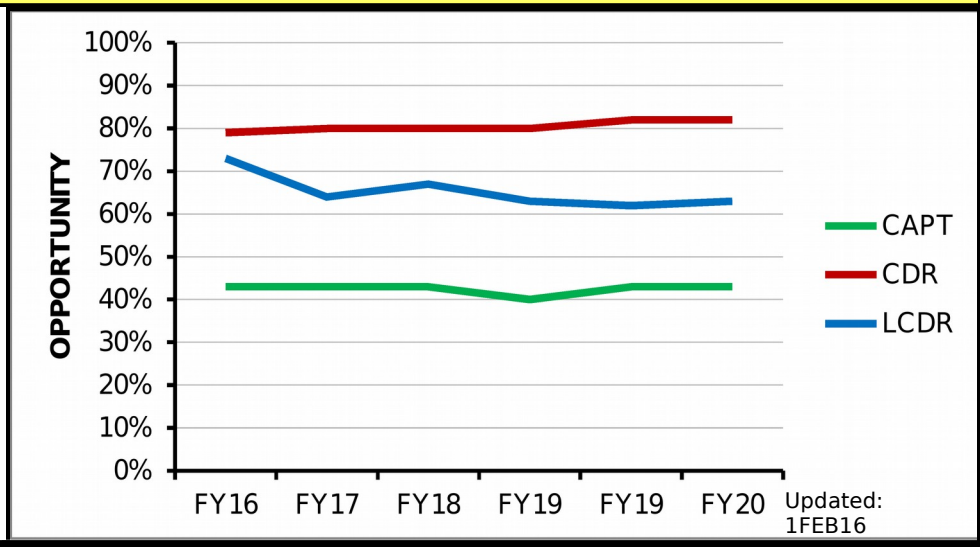
LOS CHART (INV



ACCESSIONS

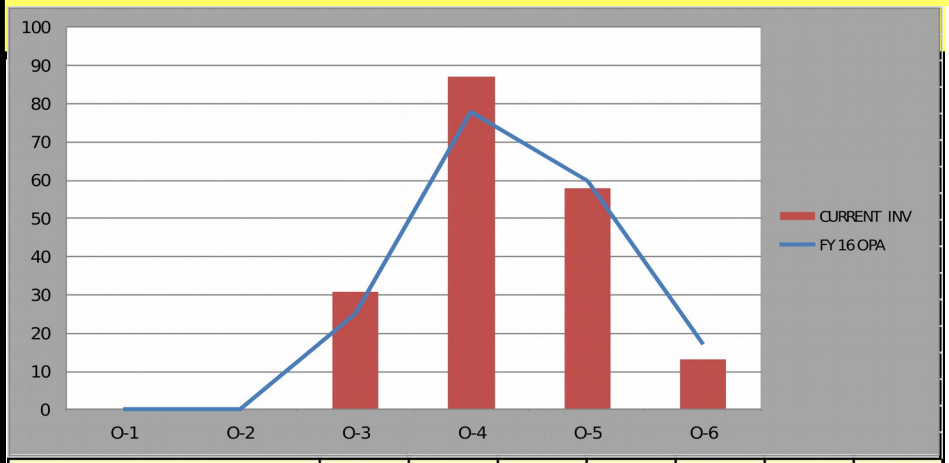


PROMOTIONS



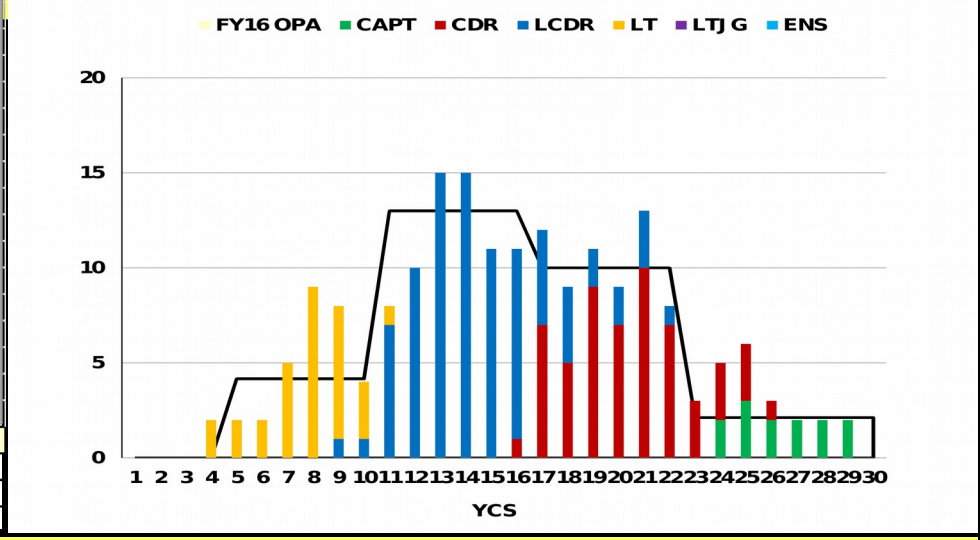
FTS HR (1207)

INV vs.OPA PAYGRADE

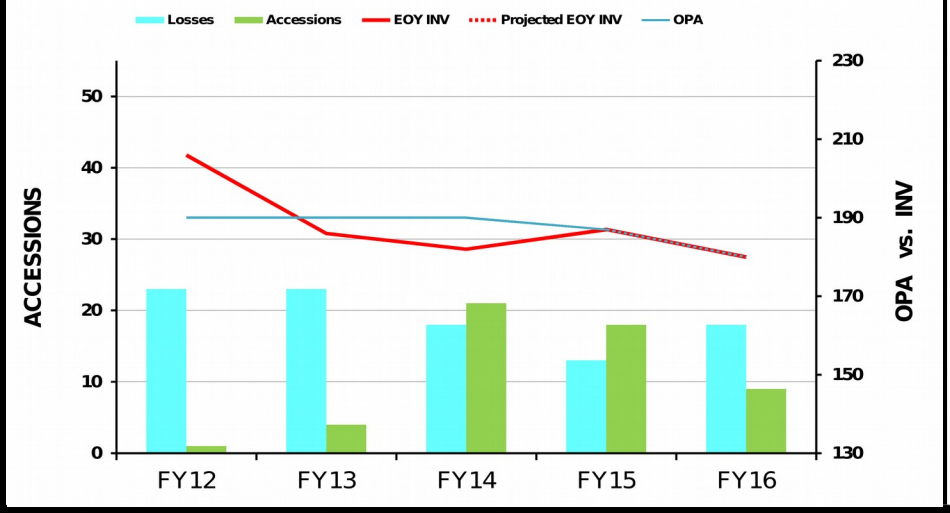


	O-1	O-2	O-3	O-4	O-5	O-6	TOTAL
% INV / OPA	N/A	N/A	124%	112%	97%	76%	105%
FY 16 OPA	0	0	25	78	60	17	180
CURRENT INV	0	0	31	87	58	13	189

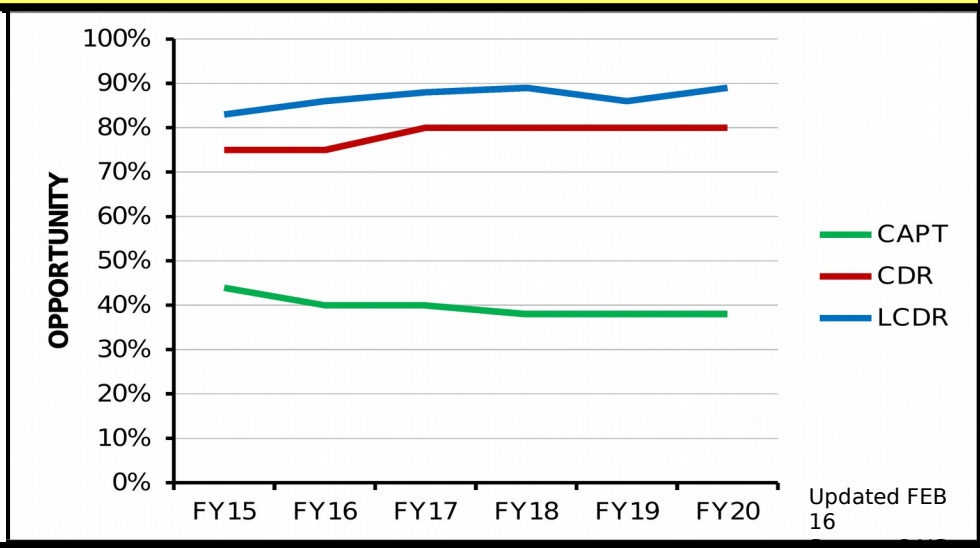
LOS CHART (INV vs.



ACCESSIONS



PROMOTIONS



Updated FEB 16

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Questions?